



Leadership Track

L5: THE POSITIVE LEADER

SESSION OUTCOMES

- The client has a working understanding of the impact of the presence or absence of positive energy in a leadership relationship.
- The client has done an honest assessment of their own level of positive energy.
- Building upon insights from this and prior leadership sessions – and in light of their own motivation pattern – the client has refined their tailored leadership development plan of action.

SESSION PREPARATION

In order to ensure a successful session, it's important that both you and your client do a little pre-work.

Ahead of Session L5 your client will:

- Watch the video “The Positive Leader.”
- Take the “Positive Energizer Assessment.” (attached)
- Reflect on their own energizer score in light of the strengths and “shadow side” insights they have gleaned from their own motivation flow.

Ahead of Session L5 you will:

- Review your client's MCODE report and notes from past sessions.
- Consider their pattern with positive/negative energy management in mind, anticipating the strength and challenges their profile suggests.

COMMUNICATION

One week ahead of the appointment send an email message similar to this to your client:

Greetings _____,

I'm looking forward to connecting again with you on our next coaching session on _____ at _____ [via Zoom (the link is here) or face to face at (address)]. This will be our fifth session in the MCODE Leadership Coaching Track, and we'll build on progress we made in our time together to continue to frame up your strategy for maximizing your leadership.

Our last session together was an "open conversation" format and we discussed _____, and in response you committed to _____. We'll begin our next session – before diving into our main topic – with you sharing some of how this commitment is playing out. I look forward to hearing of your progress and any questions you have or challenges you've faced.

Our focus for the upcoming Leadership Track session (L5) will be understanding the role of positive energy in leading people.

To gain the most from Session L5 I suggest you work through the following preparations:

- *Watch the video "The Positive Leader."*
- *Take the "Positive Energizer Assessment" (I've attached it, along with instructions, to this email).*
- *Reflect on your own energizer score in light of the strengths and "shadow side" insights you have gleaned from your own motivation flow.*
- *Come ready to discuss the impact your level of positivity is having in a "live" leadership situation.*

I look forward to our time together.

Sincerely,

Certified MCODE Practitioner

SESSION OUTLINE

Meet + Greet [3 minutes]:

Practitioner Note: Come with something personal to share with your client (no more than 30 seconds of this 3 minute block. Ask them to share and follow up with at least one probing question.

Transition / Accountability [2 minutes]: “Our last session together was an “open conversation” format and we discussed _____, and in response you committed to _____. How is this commitment playing out?” *[Client responds].*

Transition / Preview [1 Minute]: “Today we are going to build on our past progress and explore strategies to maximize your own influence in leadership relationships. I will introduce a concept called “Positive Energy,” and in our discussion we will weigh this understanding against your assessment of your own balance of positive and negative energy. You’ll then take this insight, together with what you’re learning about your own motivation pattern to hone your personalized plan for leader development.”

Practitioner Note: For each coaching session – whether it is a choreographed format like this one or an open discussion format – keep the F.L.O.W. coaching model front and center in your mind. Make running notes through the session and keep track of where you are in the model and particularly when you transition from one segment to another. Make note of specifically where in the F.L.O.W. pattern you are seeing the energy and the “aha” moments. These will be key insights when you guide the client to potential action items at the the “W.ork It” segment of the F.L.O.W. model. Also, keep close tabs on the clock. It’s the coach’s responsibility to strike the healthy balance between following the improvisation of the session WITHIN the bounds of time and topic. This takes practice, and watching the clock is vital.

Consultative Coaching Conversation [15 minutes]

Context [3 minutes]:

“We’ve all been there: a party where the conversations are vibrant and playful. Then one downer (we’ll call him “Arnold”) shows up to literally ‘kill’ the joy. But we’ve also known the reverse: a “slow” party suddenly turns around when one vibrant soul (we’ll call her “Annie”) shows up to literally ‘lift’ the joy. It’s amazing how contagious attitudes can be! What’s true in our simple social gatherings is even more pronounced in our leadership relationships. Being an ‘Arnold’ leader or an ‘Annie’ leader matters!”

Content review and response [12 minutes]: “As preparation, I suggested that you review the video we produced called, ‘The Positive Leader.’”

- Did this framework make sense? Reflect back how you understand these principles.

I also asked you to take the Positive Energizer Assessment.

- Can you share your score? Reflect back what this says about your influence.
- In light of what we've explored in prior sessions, how might the presence or absence of positive energy impact your strategy and your leader development process?"

Practitioner Notes:

- *Follow the natural flow of this conversation.*
- *Express observations at natural breaks in the conversation. Add in your own experience leveraging positive energy disciplines.*
- *Listen for connections with their motivational flow; remember to keep at hand their report and your notes of their motivation flow pattern.*
- *As always, watch the clock.*

Current Challenge [20 Minutes]:

Practitioner Note: In this section you will guide your client to surface one pressing leadership challenge where prioritizing positive energy can elevate influence. Your goal is to help surface the client's F.L.O.W. (Find Out, Learn About, Own, Work It) for this challenge.

Find Out: "Is there a present leadership challenge where your positive energy could be elevated?"

Learn About: "Given what you have explored regarding your motivation flow, what contexts elevate your positivity? What contexts tend to trigger negativity?"

Own: "Is there a 'shadow side' tendency in your motivation flow that sheds light on this? Have you seen similar negative energy imbalances in other spheres? How do your achievement stories suggest you have successfully navigated this in the past? What actions have you taken that consistently elevate your positive energy?"

Work it: "Given what you have learned about your motivation flow, if you were to make one positive energy shift today that would have the most impact, what might it be? Is that your commitment?"

Practitioner Note: In response to your client's commitment to pursue this action, commit in return to offer encouragement and accountability.

Wrap [5 Minutes]:

1. Ask the client: "What was most helpful from our session today?"
2. Provide a succinct, reflective, encouraging summary of what *you* heard from the session.

SESSION FOLLOW UP

The day after Session L5 send your client an email:

- Recapping insights and commitments.
- Affirming the schedule for the next session.
- Reminding them it will be an open discussion format.
- Asking them to keep track of progress and challenges as they implement principles day to day.
- Asking them to come to the next session with one real-life opportunity for increasing productivity that they have expressed in five sentences.

Positive Energizer Assessment

Below is a simple personal assessment* to help you gauge your capacity as a “positive energizer.”

Read each statement. Imagine yourself in a context that the statement depicts. Give yourself an honest score—number from 1-5, with 1 being “not at all like me,” and 5 being, “very much like me.”

- I am enthusiastic _____
- I tend to look for possibilities (rather than limitations) _____
- I find ways to solve problems (rather than look for objections) _____
- I think of solutions (rather than problems only) _____
- I am focused on what I can achieve (rather than what I can avoid) _____
- I am active & work hard (rather than think about things endlessly) _____
- I am energetic _____
- I do what I say (or promise) and say what I do _____
- I attract others _____
- I surround myself with people who will motivate me _____

Tally your total: _____ / 50 (possible)

Multiply your score by “2” for a percentage: _____%

**Source: https://www.leadershipandchangemagazine.com/wp-content/uploads/2016/11/Positive_Energizers_whitepaper.pdf*